

Stephenson Memorial Primary Equality Action Plan (including Accessibility)

This document details the actions we'll take over the next three years to satisfy the requirements of the protected characteristics as referred to in the Single Equality Scheme. The action plan is structured around our school's key diversity objectives:

- To increase staff and pupil knowledge and understanding of equality and diversity issues
- To work together with stakeholders to deliver more effective and equal outcomes for staff and pupils.
- To understand that all learners are of equal value, recognising that diversity is a strength within our community that is celebrated.
- Mutual respect, positive attitudes and relationships are promoted.
- We all belong to a community that works well together to promote positive outcomes for all embracing the school's vision of Leading, Achieving, believing.
- Equality and diversity applies to all members of our community, adults and children alike. We ensure that all policies and procedures benefit all employees.
- We have high standards and expectations that all children regardless will and can achieve their potential and the school strives to fulfil this at every opportunity.
- Children with SEND/FSM are well supported and fully included in the school.

Link to Public Sector Equality Duty	Charact eristics	Objective	Actions	How will the impact of the action be monitored?	Who is responsible for implementing?	Timeframe
<p>General Duty – Eliminate unlawful discrimination, harassment and victimisation.</p> <p>General Duty – Advance equality of opportunity between different groups</p> <p>General Duty – Foster good relations between different groups</p> <p>Specific Duty - Duty to publish information Accessibility</p>	<p>ALL</p> <p>Disability</p>	<p>To increase staff and pupil knowledge and understanding of equality and diversity issues</p>	<p>Use training opportunities and staff meeting time to review policy and current practices within school, generating next steps in order to raise awareness.</p> <p>Use of assembly time</p> <p>Use within the PHSCE curriculum</p> <p>Publish and promote the updated Single Equality Scheme through the school website, newsletter and staff meetings</p> <p>Annually update published information about the locality and the school profile within the Single Equality Scheme.</p> <p>To ensure a curriculum, resources and classrooms are easily accessible to all – communicate in print to be used, school to be an inclusive environment</p>	<p>Pupil/Parent voice</p> <p>An Equality and Diversity Question to be used</p> <p>Environment/ inclusive learning walk</p> <p>Accessibility Plan (when required)</p>	<p>HT/DHT/AHT</p>	<p>Summer 2022</p>

<p>General Duty – Eliminate unlawful discrimination, harassment and victimisation.</p> <p>General Duty – Advance equality of opportunity between different groups</p> <p>General Duty – Foster good relations between different groups</p> <p>Accessibility</p>	ALL	<p>We all belong to a community that works well together to promote positive outcomes for all embracing the Academy's vision of Learn, Flourish, Achieve.</p>	<p>Staff awareness of school vision raised through CPD opportunity. Assembly themes to have focus around Golden Rules, School Vision and Deeper thinking skills. Actively engage visitors from local community into school to engage with the children. School Council to think of projects to involve local community. Ensure good relations between people from different backgrounds – continue to ensure that displays across school promote and celebrate diversity.</p>	<p>Children are effective in their communication about how they succeed and how as a team we can achieve more. Effective partnerships are forged and continue to impact on children's experiences</p>	All Staff	Ongoing
<p>General Duty – Eliminate unlawful discrimination, harassment and victimisation.</p> <p>General Duty – Advance equality of opportunity between different groups</p> <p>General Duty – Foster good relations between different groups</p> <p>Accessibility</p>	ALL	<p>Equality and diversity applies to all members of our community, adults and children alike. We ensure that all policies and procedures benefit all employees.</p>	<p>Continue to follow the advice / services of the LA and draw on the expertise of external partners on adaptation of the curriculum to best support all pupils.</p> <p>Undertake equality impact assessments to identify the impact or effect either positive or negative of our policies and procedures</p> <p>Update canvassed opinions of school community parents, staff, governors, community users and pupils about equality and diversity in updated questionnaires and pupil voice.</p> <p>Establish a focus group as needed to discuss issues as required.</p>	<p>Where negative impacts are identified, take steps to deal with this.</p>	HT/DHT/AHT	Autumn Term

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<p>General Duty – Eliminate unlawful discrimination, harassment and victimisation.</p> <p>General Duty – Advance equality of opportunity between different groups</p> <p>General Duty – Foster good relations between different groups</p> <p>Accessibility</p>	SEND Disability	<p>Children with SEND/ FSM are well supported and fully included in the Academy.</p>	<p>Ensure the use of Makaton / Communicate in Print is used, where needed as a means of communication / language support with those children who need it. Source CPD opportunities for staff who work directly with these children, but filter this and extend use to a wider group of staff, e.g Lunchtime staff</p> <p>Ensure parents remain informed about changes in SEND reforms</p>	<p>Annual SEN Questionnaire/ Parent view</p> <p>SEN open afternoons/ Parent training events.</p>	DHT/Inclusion Manager	Ongoing